



# UNODC

United Nations Office on Drugs and Crime



**5** GENDER EQUALITY



## Programme Office in Ethiopia

# Gender Newsletter

Issue #1: 2020-April 2021

### In this issue



**Representative's Corner**  
Page 2



**International Days**  
Page 6



**UNODC celebrates women in law enforcement and criminal justice in Ethiopia**  
Page 3



**Gender Dimensions of Trafficking in Persons and Smuggling of Migrants**  
Page 7



**Gender Champions in Government**  
Page 4



**UNODC promotes gender-responsive measures in the Ethiopian criminal justice system**  
Page 8



**Gender in Numbers**  
Page 5



**Selected Resources and Materials**  
Page 9



Dear reader,

The UNODC Programme Office in Ethiopia is pleased to share its first Gender Newsletter that focusses on the work delivered to advocate for the empowerment of women in the criminal justice sector in Ethiopia. This issue was prepared to coincide with the International Women's Month (March 2021), and in this regard the office celebrated the tremendous efforts of women involved in shaping a more equal future and recovery from the COVID-19 pandemic.

As highlighted in the [UNODC Strategic Vision for Africa 2030](#) launched by the UNODC Executive Director [Ms Ghada Waly](#) in February 2021, gender equality and representation of women in law enforcement is a key opportunity for Africa. In the Newsletter, we share examples of real-life stories of women and men in Ethiopia who support the empowerment of women in shaping institutions.

In 2020, the UNODC Programme Office in Ethiopia translated into Amharic and disseminated over 10,000 Information, Communication and Education (ICE) materials on COVID-19 focussed on gender related issues, prisons and child protection. Emergency situations, such as the ongoing COVID-19 pandemic, aggravates violence against women and girls. Lockdown policies implemented by many countries throughout the world, the disruption of economic, social and protective networks, sudden changes in family functioning, stress, increased substance use and decreased access to services may exacerbate this threat. You can read more in this [Guidance Note](#) about the impact of COVID-19 on gender-based violence, the challenges faced by police, prosecution services, the judiciary and others in the criminal justice system including UNODC's response.

Examples of women in positions of leadership serve to be a source of inspiration even though women continue to remain underrepresented in law enforcement, security and justice institutions in Ethiopia, similar to other countries in Africa and the rest of the world. In 2018 for example, Ethiopia appointed its first-ever female President and the first federal female Chief Justice, including a record 50% female representation among appointees in various ministries.

I hope you enjoy reading our first Gender Newsletter as we continue to support efforts to empower women in Law Enforcement and the Criminal Justice System in Ethiopia and beyond!

Margaret Akullo,  
Representative *a.i.*  
United Nations Office on Drugs and Crime  
Programme Office in Ethiopia



***"A progressive, inclusive society empowers women and enables active participation of everyone. We are celebrating the International Women's Day."***

A message on International Women's Day 2021 by [Dr. Amado Philip de Andrés](#), former UNODC Regional Representative for Eastern Africa and International Gender Champion of the Nairobi Hub  
Please watch the [video](#)

# UNODC celebrates women in law enforcement and criminal justice in Ethiopia



Monday 8 March 2021 marked the United Nations observance of International Women's Day (IWD). The day's colour was yellow with the theme **“Women in leadership: Achieving an equal future in a COVID-19 world on the way to the Generation Equality Forum”**. UNODC Executive Director said in her [message](#) – *“To achieve justice for women, we need more women in justice. Increases in women’s participation and leadership in law enforcement and the judiciary have been linked to more investigations into crimes against women, better policing outcomes, and successful victim-centered approaches”*. In commemoration of the day, both male and female staff members of the UNODC Programme Office in Ethiopia showed their solidarity by wearing the theme colour of yellow and acknowledged the contributions of both the men and women involved in the advancement of women in leadership. Staff recognized female criminal justice officials, police officers and prosecutors participating in a training event on combatting transnational organized crime and a separate law drafting session on the protection of witnesses and whistle-blowers respectfully. Both events included specific gender related issues.



## IWD 2021 Campaign Theme: #ChoosetoChallenge!

The UNODC Programme Office in Ethiopia participated in the [#ChoosetoChallenge](#) campaign theme for International Women’s Day 2021. In alignment with the theme and UNODC’s Strategic Vision for Africa, we support the empowerment of women, children and youth as forces of progress in Africa.

*[We chose to challenge](#) exclusion and choose **inclusion**.*

*We chose to challenge bias and choose **impartiality**.*

*We support the empowerment of women as a force and **progress in Africa**.*



**“Let’s commemorate International Women’s Day by urging everyone to take prompt action in the prevention of violence and protection of women”**

An interview with Lelise Terfasa, Associate Programme Officer, UNODC Ethiopia. Learn about Lelise, her achievements and how she commemorated IWD 2021 [here](#).

# Gender Champions in Government



**Her reflections:**  
**Wubet Gashaw Melaku**  
**Director of the Witness and Whistleblowers Protection Directorate**  
**Federal Office of the Attorney General**

*“Gender equality is a matter of understanding. In the earlier years in our country, there were distinct work categories for men and women and still today, some challenges remain. In my office, there is no job categorization and I believe anyone can do anything irrespective of gender. To achieve this goal, I am trying to promote women and fulfil everything they need as much as I can.*

*Every man has a female relative. It could be a sister, mother, or wife. Encouraging women empowerment is like encouraging a sister, mother, or wife for example to succeed. No one should be dissatisfied with his sister's, mother's, or wife's success. Therefore, everyone must promote gender equality and utilize the hidden potential of women in the world”.*

The 2021 International Women's Day celebration coincided with UNODC's support in a drafting session in Ethiopia to develop subsidiary laws for the implementation of the Protection of Witnesses and Whistle-blowers Proclamation No. 699. The Drafting Committee was led by Ms. Melaku and was an opportunity to advocate for the protection of women witnesses vulnerable to violence.



**Her story:**  
**Ashreqa Hagsano, Chief Advisor of the Commissioner General of the Federal Prison Commission**

**Ashreqa Hagsano** is an important female leader and agent of change who is actively engaged in the Prison Reform efforts in Ethiopia. Her central role is to advise the Commissioner General on strategic decisions covering crucial aspects of the work of the commission including Human Rights, Rehabilitation of Prisoners and Security. In a relatively male dominated environment, where all the top five positions of the Prison Commission (four Deputy Commissioners and One Commissioner General) are held by men, this senior level position held by a woman sends a strong message on gender equality and gives recognition to the crucial role women can play. She advocates for women empowerment and leadership among staff in the Prison Commission and strongly engages with partners to ensure the inclusion of gender related issues in the different interventions.

Ms. Hagsano is active in her engagement with the UNODC Programme Office in Ethiopia. She attended the UNODC Training Needs Validation workshop organized in February 2021 where she provided concrete recommendations on training areas and intervention such as human rights, prosecution-led crime investigation, crime prevention, child justice, gender responsive criminal justice practices, inter-agency cooperation among others. She is active in supporting the institutionalization of the Prison Training Curriculum being developed in collaboration with UNODC.

Examples of initiatives she has been involved in have included the development and finalization of the prison training curriculum. In 2022, she attended a UNODC 4-day Training of Trainers workshop for the Federal Prison Commission delivered to 32 Federal Prison Officials (27M/5F) focused on Modern Prison Management, Human Rights and Nelson Mandela Rules. The training formed part of enhancing skills and knowledge to enable her to contribute to the ongoing Ethiopian Prison Reform process. At the same event, Ms. Hagsano registered for UNODC's eLearning courses and successfully received certification for 'The Nelson Mandela Rules' and 'Alternatives to Imprisonment for Women Offenders' modules to enable her to support the Prison Administration as it moves to online platforms for training.



## Launch of the Attorney General Women Leaders' Forum

Congratulations to our government partner the Attorney General's Office of Ethiopia for establishing the **Attorney General Women Leaders' Forum**! Its objectives are to enhance the participation and decision-making of women staff members, to protect their rights and benefits, to share leadership experience and to maintain the support for women personnel. Its aim is to increase women leaders in the Attorney General Office. Photo credit: @FAGEthiopia

# Gender in Numbers



## Some Data

### Ethiopia

Gender Inequality Index Rank: 125/162 (UNDP, 2019)

Global Gender Gap Index Rank: 97/1536 (WEF, 2021)

### Globally

*Nearly a third of women aged between 15 and 49 years have experienced either physical or sexual violence (WHO, 2021)*

*The most common form of violence is domestic violence towards women (WHO, 2021)*

*Harmful traditional practices such as female genital mutilation and child marriage are still practiced (UNICEF, 2021)*

*71% of human trafficking victims include women (50%) and girls (20%) (UNODC 2020 Global Report on Trafficking in persons)*

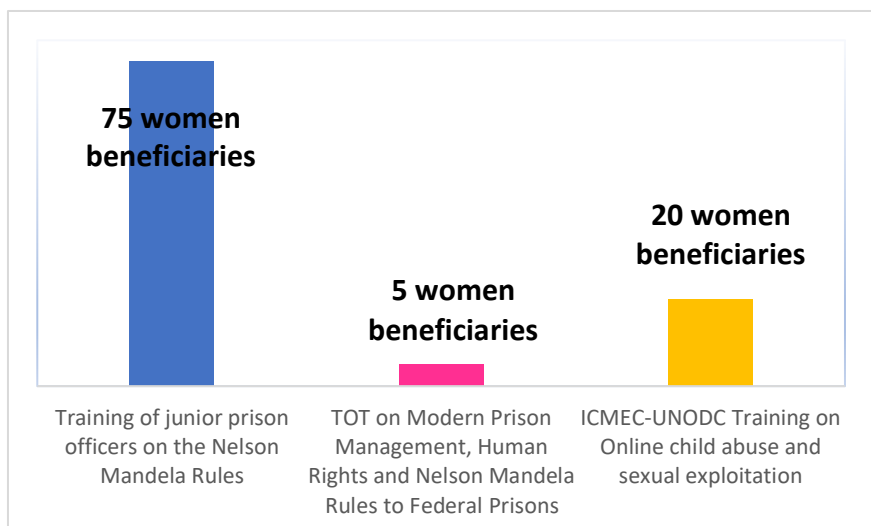
Gender-based and sexual violence, abuse and harassment of women and girls is prevalent across Africa. Women and girls are subjected to rape and sexual violence but are also used as a weapon of war. With a rate of around 3.1 victims per 100,000 female population, **Africa has the highest rate of women most at risk of being killed by intimate partners or family members.**

As highlighted in the UNDOC Strategic Vision for Africa 2030, organized criminal groups are overwhelmingly responsible for, or involved in, the violence and exploitation inflicted on women and girls. People living in areas directly or indirectly affected by armed conflict may be vulnerable to different forms of age- and gender- specific exploitation. Data reveals that **the level of both physical and sexual violence experienced by women is highest in African countries.**

## In numbers: Ethiopian women beneficiaries trained by UNODC

# 32%

Women beneficiaries in 3 UNODC trainings activities in 2020 in Ethiopia (100 women/208 men)



# International Days



## International Day for the Elimination of Racial Discrimination

21 March 2021

*“Start getting comfortable with the uncomfortable conversations on diversity.”*

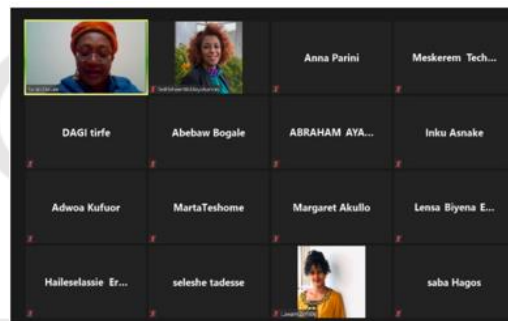
“Promoting diversity and inclusion in my work”. Read Margaret Akullo’s interview on the International Day for the Elimination of Racial Discrimination [here](#).

## International Day for the Elimination of Violence Against Women and Girls

25 November 2020

On 25 November 2020, in partnership with OHCHR, UN Women and UNFPA, the UNODC Programme Office in Ethiopia organized a webinar on criminal justice responses to violence against women and girls in the Ethiopian justice sector and beyond. The webinar, facilitated by Abraham Ayalew, National Programme Officer of the UNODC Programme Office in Ethiopia, provided a platform for 60 experts who shared their knowledge and experiences on good practices on the **prevention and response to violence against women and girls during the COVID-19 pandemic**, and the importance of coordination and networking. Participants included the police, prosecution and judiciary experts at federal and regional levels, government line ministries, civil society organizations, academics and international partners could discuss the existing challenges faced by women and girls in the context of COVID-19 in Ethiopia.

This webinar kicked-off the **16 Days of Activism against Gender-Based Violence**, an annual campaign that starts on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day. These 16 days occur annually and are intended to galvanize global action to end gender-based violence against women and girls.



*“Some key elements to eliminate gender-based violence in the criminal justice process include specifically trained professionals who can investigate, report and raise awareness on social, psychological and medical needs of women and girl victims.*

*A thorough investigation with accountability in the process is another element. Once we have the investigation, most cases will lead to pre-trial and trial processes. These processes should be responsive and non-violent, sensitive to the specific needs of the victims and survivors. Some cases might have privacy issues and exposure to danger for witnesses.*

*Victims and survivors are vulnerable and risks of revictimization need to be taken into consideration. There should also be specific legal aid services as well as fair and speedy trials”* explains Ermiyas Kostre, UNODC Criminal Justice Expert in this [video](#).

# Gender Dimensions of Trafficking in Persons and Smuggling of Migrants



## Expert Workshop for University Lecturers on Crime Prevention and Criminal Justice and Trafficking in Persons and Migrant Smuggling with modules on gender

As part of the global **Education for Justice (E4J) Programme** funded by the Government of Qatar, UNODC organised a two-day workshop in cooperation with the School of Law at Addis Ababa University from 18-19 February 2020. A total of 21 University Lecturers (7 women/14 men), selected competitively from 13 universities participated in the workshop. Participants were introduced to modules on **Crime Prevention and Criminal Justice, Trafficking in Persons and Smuggling of Migrants as well as modules on children and gender**. These modules will be part of their teaching in undergraduate and postgraduate courses and included in the revised curriculum as suggested by the Consortium of Law Schools of Ethiopia. The E4J initiative of the UNODC was also the recipient of [the Secretary-General António Guterres 2020 Innovation Award](#) for directly engaging children, youth and academics.



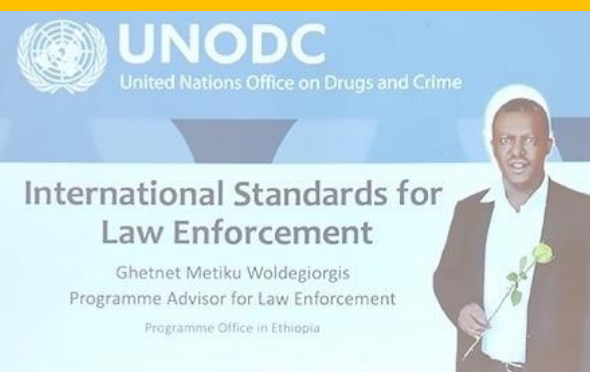
Key issues covered in the UNODC E4J module on gender dimensions of TIP and SOM include:

- Basic terms gender and gender stereotypes
- International legal frameworks and definitions
- Global overview of TIP and SOM
- Gender and migration
- Key debates in the scholarship on TIP and SOM
- Gender and TIP and SOM offenders
- Responses to TIP and SOM: is gender taken into consideration?

It includes exercises, possible class structure, core reading, advanced reading, other resources, student assessment and additional teaching tools. The Module provides an outline for a three-hour class, but can be used for shorter or longer sessions.

All E4J university modules engages with existing academic research and debates, and may contain information, opinions and statements from a variety of sources, including press reports and independent experts. Read more [here](#).

# UNODC promotes gender-responsive measures in the Ethiopian criminal justice system



*“One of our objectives is to reduce secondary victimization, responding more effectively to gender-based violence and promoting gender-responsive non-custodial measures” shared Ermiyas Kostre, UNODC Programme Advisor and trainer.*

*“Reinforcing the role of women in law enforcement makes a big difference in our society. Law enforcement agencies that support women officers are more representative of the communities they serve” highlighted Ghetnet Metiku, UNODC Programme Advisor and trainer.*

In December 2020, UNODC partnered with key training institutes and academies in Ethiopia and delivered 3 weeks of trainings to 77 personnel (57 men/20 women) who train prison wardens, police officers, and prosecution personnel, in order to sustain capacities in the criminal justice system.

Institutions that benefitted from the training include the Police University, the Prisons Commissions Training Centre and the Justice Professionals Training and Legal Research Institute at the federal and regional levels. The trainers will replicate the training content to a larger group of participants within their respective institutions. UNODC guides and practical tools were shared with the identified trainers to help them organize and facilitate participatory training sessions.

“These trainings are built on key findings of a training needs assessment conducted during the second half of 2020 and validated during a stakeholder’s consultation in February 2021. The assessment addressed the training needs of key criminal justice and law enforcement organs in Ethiopia to support the delivery of quality and effective investigation, prosecution and custodial services in the short to medium term” explained Ms. Akullo, UNODC Representative a.i. in Ethiopia, speaking at the opening of the training workshop.

Key knowledge area included evidence management, child justice and human rights-based practices, addressing gender norms and raising awareness on gender-sensitive best practices were a central learning objective. “One of our objectives is to reduce secondary victimization, responding more effectively to gender-based violence and promoting gender-responsive non-custodial measures” shared Ermiyas Kostre, UNODC Programme Advisor and trainer.

This training is part of a long-term plan to support law enforcement and criminal justice institutions in Ethiopia. This training will be followed by a joint training for police, prosecutors and prison officials with a focus on strengthening inter-agency coordination. Participants were also introduced to the [UNODC Global e-learning modules](#) and a second round of trainings later this year will specifically focus on online courses.

## The UNODC “Bangkok Rules” to protect women offenders

Globally **more than half a million** women and girls are in prison serving a sentence following conviction or awaiting trial and therefore to be presumed innocent. Criminal justice systems routinely overlook the specific needs of these women and girls, who represent an estimated **two to nine per cent** of national prison populations.

In 2010, 193 countries unanimously voted for the *United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders* ([the “Bangkok Rules”](#)), acknowledging that women in the criminal justice system do have gender-specific characteristics and needs, and agreed both to respect and meet them. More details on UNODC training to Ethiopian officials [here](#)

## Insights from the participants of the Ethiopian Police University



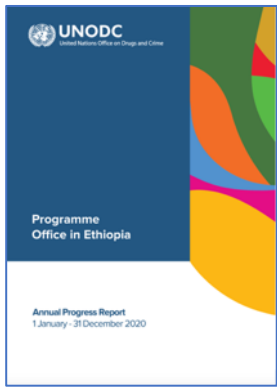
*“I am an instructor for future police recruits. The skills and knowledge I have gained during this training have been very useful. When I am back to the university, I will use the tools and materials shared to raise awareness on ways to protect human rights, children and women in the law enforcement process. This is my main take-away from the training”*  
– Enat Megistu, Inspector from the Ethiopian Police University



*“I will use the materials we received to guide my students at the Police University. I learnt a lot from the instructors with national and international experiences, especially on the teaching methods and how to handle children, women and vulnerable groups in the criminal justice system”*  
– Gossaye Tadesse, Inspector from the Ethiopian Police University, Director of the Peace Keeping Training Center



# Selected Resources and Materials



## UNODC Ethiopia Annual Progress Report 2020

The Annual Progress Report covers the period January-December 2020 and highlights UNODC activities and progress made in Ethiopia. Read the full report [here](#).



## UNODC Ethiopia Newsletter Issue #1- 2021

Our first newsletter includes in-depth insights from the UNODC team in Ethiopia: from crisis to recovery, transnational organized crime in Ethiopia, advancing eLearning and surviving in a post-pandemic world: read the special edition [here](#).



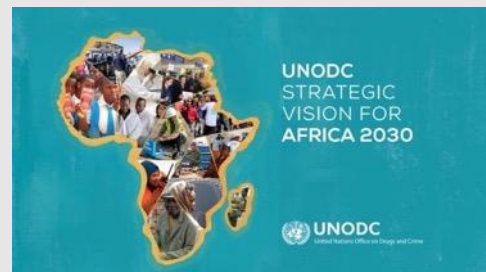
## Watch “UNODC explains about falsified medical products” translated in Amharic

Get the facts from “UNODC explains” videos: this one is translated in Amharic. The trade in falsified medical products is often linked to transnational organized crime. Watch the video [here](#).



## UNODC Strategy 2021-2025

Global challenges, global vision. Our world has changed beyond imagination. To respond to today’s challenges and seize tomorrow’s opportunities, the UNODC new strategy was launched in February and will guide new partnerships, as we empower women & youth and harness innovation. Gender Equality is one of the 3 cross-cutting commitments of UNODC. Full implementation of the [UNODC Strategy for Gender Equality and the Empowerment of Women \(2018-21\)](#) is one of the priorities. Read the full document [here](#).



## UNODC Strategic Vision for Africa 2030

In UNODC’s Strategic Vision for Africa, **gender equality and representation of women in law enforcement are identified as key opportunities for Africa**. It recognizes that now is the time to break down the remaining barriers to women’s participation in law enforcement. Read more about our mission, value proposition, investment areas, change enablers and way forward. Read the full document [here](#) and its [executive summary](#).



## 10 years of UNODC support to end violence against women

UNODC has supported 44 different member states in eliminating and preventing violence against women through justice interventions, including Ethiopia. Changing mindsets, changing discriminatory attitudes: watch the video [here](#).



## UNODC Gender Bulletin, March 2021

The Gender Bulletin is a quarterly newsletter published by the UNODC Gender Team. It contains updates on various gender related activities from UNODC Headquarters and Field Offices around the world. Read the latest issue [here](#)



## The Time is Now: Addressing the Gender Dimensions of Corruption

“Diversity is an ally of integrity, disrupting networks that perpetuate corrupt practices. To inform effective action we need more data & analysis on gender dimensions of corruptions” – Ghada Waly, UNODC Executive Director. Read the full report [here](#).

# Meet the Team



*The activities of the UNODC Programme Office in Ethiopia are funded by the Government of Sweden, the Government of Japan, the European Union, the German Federal Ministry for Economic Cooperation and Development (BMZ), the US Department of State Office to Monitor and Combat Trafficking in Persons, and the State of Qatar.*



From  
the People of Japan



Follow us on Twitter: [@MargsAkullo](https://twitter.com/MargsAkullo) and [@UNODC\\_EA](https://twitter.com/UNODC_EA)

Visit us at:

<https://www.unodc.org/easternafrika/about/ethiopia.html>

## Programme

### Office in Ethiopia

4th Floor | Congo Building | UNECA Compound  
Addis Ababa | Ethiopia  
Tel: (+251) 11 544 3831 | [www.unodc.org](http://www.unodc.org) | Ethiopia